

# Hello, we are Barts Health

#TeamBartsHealth

[bartshealth.nhs.uk](http://bartshealth.nhs.uk)

## Recruitment information pack





## OurVision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

## WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
<b>W</b> <b>WELCOMING</b>	<ul style="list-style-type: none"> <li>Introduce yourself by saying "Hello, my name is ..."</li> <li>Smile and acknowledge the other person(s) presence</li> <li>Treat others as you would wish others to treat you</li> <li>Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors</li> </ul>
<b>E</b> <b>ENGAGING</b>	<ul style="list-style-type: none"> <li>Get involved in making improvements and bring others with you</li> <li>Encourage feedback from patients and colleagues and respond to it</li> <li>Acknowledge efforts and successes; say thank you</li> <li>Use feedback to make improvements, and empower colleagues to do this without needing to seek permission</li> <li>Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable</li> </ul>
<b>C</b> <b>COLLABORATIVE</b>	<ul style="list-style-type: none"> <li>Give time and energy to developing relationships within and outside own team</li> <li>Demonstrate pride in Team Barts Health</li> <li>Respect and utilise the expertise of colleagues</li> <li>Know your own and others' part in the plan</li> </ul>
<b>A</b> <b>ACCOUNTABLE</b>	<ul style="list-style-type: none"> <li>Always strive for the highest possible standard</li> <li>Fulfil all commitments made to colleagues, supervisors, patients and customers</li> <li>Take personal responsibility for tough decisions and see efforts through to completion</li> <li>Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing</li> <li>Do not pretend to have all the answers; actively seek out those who can help</li> </ul>
<b>R</b> <b>RESPECTFUL</b>	<ul style="list-style-type: none"> <li>Be helpful, courteous and patient</li> <li>Remain calm, measured and balanced in challenging situations</li> <li>Show sensitivity to others' needs and be aware of your own impact</li> <li>Encourage others to talk openly and share their concerns</li> </ul>
<b>E</b> <b>EQUITABLE</b>	<ul style="list-style-type: none"> <li>Value the perspectives and contributions of all and ensure that all backgrounds are respected</li> <li>Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out</li> <li>Work to enact policies, procedures and processes fairly</li> <li>Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment</li> <li>Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them</li> </ul>



## **The Barts Cancer Centre**

Barts Health NHS Trust is the second largest provider of cancer care in London and has an international reputation for providing excellent cancer care. Barts Health NHS Trust provides cancer services for the 1.5 million people of North-East London, and specialist services for patients from Essex and across the country. There are over 5500 new cases of cancer diagnosed and treated within Barts Health annually.

Based at St. Bartholomew's Hospital in the City of London, The Barts Cancer Centre is a major tertiary referral centre for all forms of malignant disease in adults. In conjunction with the Barts Cancer Institute and The London, Queen Mary's School of Medicine and Dentistry ([www.cancer.qmul.ac.uk](http://www.cancer.qmul.ac.uk)) our mission is to establish a major international centre of excellence in both cancer research and clinical cancer care on the West Smithfield site at St. Bartholomew's Hospital and in Charterhouse Square. The Barts Cancer Centre encompasses medical oncology, clinical oncology & radiotherapy, haemato-oncology, palliative care and endocrinology.

The Barts Cancer Centre has a Cancer Treatment Unit comprised of two chemotherapy day units, a state-of-the-art radiotherapy department with five linear accelerators and a Cyberknife capable of both stereotactic radiosurgery (SRS) and stereotactic body radiotherapy (SBRT) and 85 acute inpatient beds at St. Bartholomew's Hospital, including a bone marrow transplantation unit undertaking 140 transplants per year. The Cancer Centre also oversees the Chemotherapy Day Units at Whipps Cross University Hospital and Newham University Hospital and provides palliative care and Acute Oncology services across the Trust. Molecular Radiotherapy is also delivered in the cancer centre.

## **The Acute Oncology Service**

The Acute Oncology Service (AOS) covers St Bartholomew's Hospital, The Royal London, Newham University Hospital and Whipps Cross Hospital. Barts Health is the largest Trust in London and one of the largest in the country with 1,255 pts attending one of the Trust's A&E departments every day.

The AOS team is committed to support all cancer patients who have acute complications from their cancer, treatment complications and patients in whom a first diagnosis is suspected. In 2019 AOS cared 2818 patients across. After expanding the AOS capacity and scope of work there was a noticeable reduction of the length of stay for cancer patients in the Trust by 12%.

The Malignancy of Unknown Origin (MUO) service as part of the AOS has developed over the last two years in order to ensure an efficient diagnostic pathway for patients being diagnosed with a new cancer diagnosis through A&E. Approximately 30 patients per month are being diagnosed with cancer whilst an inpatient. The MUO service has reduced by 45% the time





from 1st radiological suspicion of cancer to confirmed diagnosis. These achievements have led to the AOS being finalist for the Macmillan Professional Excellence award in 2019.

The AOS vision is to develop an efficient, comprehensive and patient centred service that will pro-actively support our cancer patients throughout their treatment pathway.

This an exciting time to join the Acute Oncology service as there are currently 6 different streams of service improvement aiming to reduce A&E attendances, earlier cancer diagnosis, reducing length of stay and improve inpatient experience, upgrading IT infrastructure and development of a Trust educational program.

### **Inpatient and day-case facilities**

Within Solid Tumour Oncology, the following facilities are all provided in the new Cancer Centre on the Barts site:

- 38 inpatient beds for oncology care, breast surgery and ocular oncology surgery
- A dedicated Solid Tumour Day Unit, treating approximately 75 patients per day

There are no dedicated palliative care beds; however patients are jointly managed with the Palliative Care team led by Dr Clare Phillips and Dr David Feuer, Consultant Physicians in Palliative Care.

### **Outpatient clinics**

The majority of the Oncology clinics (and most of the combined clinics) are held in either the Clinic 2 of the Main Hospital Building.

Consultants from the Department hold peripheral clinics at Whipps Cross, Newham General, Homerton and Queens Hospitals.

### **The Radiotherapy Department**

The Department moved to the purpose built site in September 2014 in the King George V Building of St Bartholomew's Hospital. We deliver approximately 25,000 fractions per year and serve a population of approximately 1.2 million. We are a busy, efficient Department that prides itself in the delivery of high quality care with excellent patient experience.

We have been successfully increasing IMRT and other advanced Radiotherapy techniques that we consistently deliver more that 55% volumetric arc treatment to patients treated with curative intent. DIBH and gating techniques are used routinely for left sided breast cancer patients and other indications. IGRT and cone beam CT are used routinely for gynaecological, head and neck and prostate treatments.



We have an active Cyberknife facility and bid successfully via Stereotactic Commissioning through Evaluation (CTE) for all 3 indications. We are the Stereotactic Centre for North East London and Essex..

### **External Beam Radiotherapy**

3D conformal radiotherapy is the standard treatment for all curative treatments. Every patient who is receiving MV photon radiotherapy has a CT scan on the department's CT scanner. A 3D dose plan using the MLC provides a conformal treatment plan, which can be delivered on one of the department's four matched linear accelerators. Conformal photon treatment can be delivered on any of the linacs. All patients treated with photons on the linacs have daily on-line kV or MV imaging to ensure they are in the correct treatment position. Head and neck and pelvic patients also have cone beam CT images taken during their treatment course.

### **Volumetric arc Treatment**

The number of patients able to receive VMAT treatment has continued to increase. Our monthly average of delivering radical courses with inverse planned

### **Treatment planning**

All treatment planning for linac based external beam photons is provided on Eclipse. This system is able to calculate patient doses both accurately and quickly enabling rapid throughput of treatment plans. Electron planning is also possible on this system, although not currently in clinical use. Virtual Simulation is also provided by this system.

HDR Brachytherapy planning is on a module of this system (Brachyvision) and prostate brachytherapy is planned using VariSeed. Cyberknife patients are planned on a specialist planning computer, Multiplan. (Accuray Inc)

### **Virtual Simulation**

Almost all patients requiring less complex radiotherapy have their treatment planned using virtual simulation; reducing the time the patient needs to spend at their planning appointments and enabling improved accuracy of field definition. The software used for virtual simulation is an integral part of the Aria Radiotherapy Image Data Management System (RDMS), providing a common user interface for all outlining and treatment planning, thus maximising efficiency of the process. The department retains a conventional simulator which can act as a backup for the planning of these patients. We aim to start radiographer led planning for certain palliative treatments.



## **Chemotherapy Unit**

The main Chemotherapy Day Unit is on the 7th Floor of King George V building at St Bartholomew's Hospital, and delivers 90-100 treatments per day. The unit had the great privilege of being awarded the Macmillan Quality Environment Mark, in November, 2016, the first London Hospital to be awarded this prestigious award.

Chemotherapy is also delivered at the Newham and Whipps Cross sites.

### **7A and the CAU for Solid Tumours**

Open from 8am to 8pm Monday to Friday and from 8am to 5pm Saturday.

This area is for the treatment of oncology patients with solid tumours. In addition to chemotherapy, we also administer various supportive therapies. A Cancer Acute Assessment Unit, designed to see patients with oncology treatment related toxicities has also been established. There are 33 treatment spaces including 2 single bedded side rooms. The 31 treatment spaces are arranged in individual large rooms (bays). In each bay there are 2 nurses working together as a team. Within in each bay we schedule up to 13 treatments.

### **7A Haematology Oncology**

Open from 8am to 8pm Monday to Friday and from 8am to 5pm Saturday and Sunday.

This area is for the treatment of haematological oncology patients with haematology cancers. The unit comprises 24 treatment spaces, a single bedded side room and 4 rooms where patients can be reviewed. One of these rooms is our designated Intrathecal Room.

## **Apheresis Unit**

The apheresis unit is located on 7A in a 2 bedded bay. This is managed by an apheresis Clinical Nurse Specialist. Nurses working on the 7<sup>th</sup> floor have the opportunity to work and develop competency in apheresis if this is something they have a particular interest in.

## **Cancer Acute Assessment Unit**

With the Barts Cancer Centre we also accommodate the Cancer Acute Assessment Unit (CAAU). This area is where unwell oncology patients are reviewed and receive appropriate treatment. They are then either discharged home or admitted to an inpatient bed. Nurses working on the 7<sup>th</sup> floor are rostered to work in CAAU.

## **Research interests and service development**

The most recent Research Assessment Exercise ranked the Institute of Cancer [www.cancer.qmul.ac.uk](http://www.cancer.qmul.ac.uk), which is part of the Barts and the London School of Medicine and Dentistry, in the top five in the UK for the quality of our research.



A range of other supportive care services offered by the Trust (e.g. palliative care, psychological care) is available in the hospital. Art therapy services are available in the department twice/week.

Our patients are supported by MacMillan and the Maggie Centre which is on site.

## 1. Job Particulars

<b>Job Title</b>	<b>Consultant Medical Oncologist – Lung and AOS</b>
<b>Pay Band</b>	Consultant
<b>Location</b>	St Bartholomew's Hospital & Newham University Hospital (work at other sites might be required as part of the role)
<b>Reports to</b>	Clinical Director for Lung Cancer
<b>Responsible to</b>	Director, Barts Cancer Centre
<b>Hours per week:</b>	10 PAs
<b>Contract Type:</b>	Full-time

## 2. Job Purpose

The advertised post is for a new full time consultant post in the Department of Medical Oncology at Barts Health NHS Trust. The post will be based at St Bartholomew's Hospital and Newham University Hospital. The successful candidate will be join existing site-specialist multidisciplinary teams in the fields of Acute Oncology and Lung Cancer.

It is anticipated that the post holder will participate in immune oncology delivery and clinical trials.

The successful candidate will need to demonstrate professional excellence and the ability to deliver effective care. He/she will need to agree a job plan with the Clinical Director.

The successful candidate will be required to adhere to the Trust policy on maintaining medical excellence and to be committed to maintaining their standard of performance by keeping their knowledge and skills up to date.



### 3. Key Working Relationships

The Solid Tumour Oncology Consultant staff is comprised of:

#### Medical Oncology Consultants:

- Professor Thomas Powles - Urological Cancers
- Professor Peter Schmid - Breast Cancers
- Dr Melissa Phillips – Breast Cancers
- Dr Sukaina Rashid – Skin and Lung Cancers
- Dr Sarah Slater - Gastro-Intestinal and Breast Cancers
- Dr Jeremy Steele - Lung Cancers and Acute Oncology
- Dr Jonathan Shamash - Urological Cancers
- Dr David Propper - Gastrointestinal Cancers
- Dr Peter Szlosarek - Lung and Skin Cancers
- Dr Rowan Miller – Gynaecological Cancers, Cancers of Unknown Primary and Acute Oncology
- Dr Peter Hall – Breast Cancer
- Dr Kathryn Hawkesford – Breast Cancer
- Dr Shanthini Crusz – Acute Oncology, Gynaecological & Skin Cancers

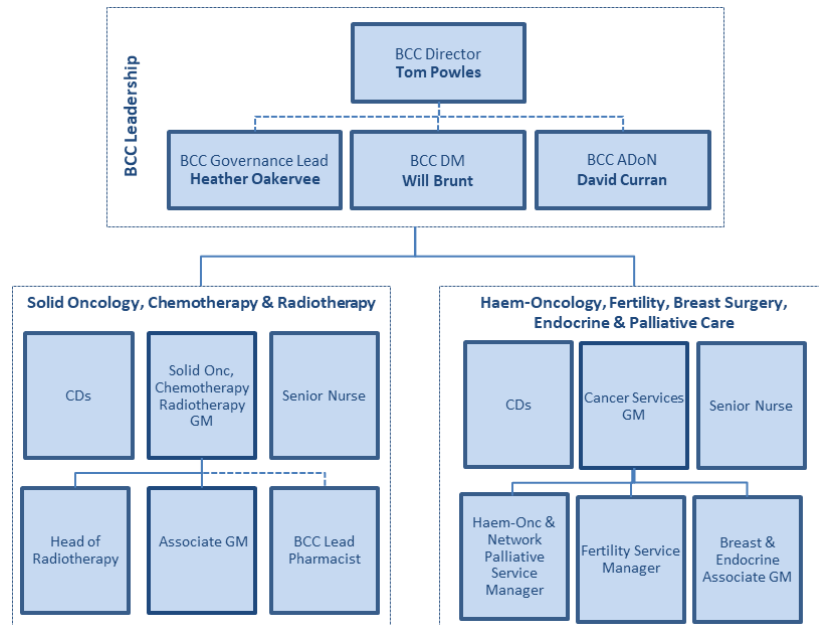
#### Clinical Oncology Consultants:

- Dr Virginia Wolstenholme – Breast Cancers
- Dr Laura Beaton – Gastro-Intestinal and Head & Neck Cancers
- Dr Nick Plowman – Neuro-Oncology and Endocrine Cancers
- Dr Paula Wells – Lung and Urological Cancers
- Dr Melanie Powell – Gynaecological, Haematological and Head & Neck Cancers
- Dr Karen Tipples – Urological and Breast Cancers
- Dr John Conibear – Breast and Lung Cancers
- Dr Rachel Lewis - Neuro-oncology and GI Cancers
- Dr Millie Light – Skin and Gynaecological Cancers
- Dr Hamoun – SRS and Urological Cancers
- Dr Ewan Chapman – Head & Neck and Urological Cancers





#### 4. Structure Chart



#### 5. Main duties, responsibilities and results areas

- To contribute to the provision of a comprehensive, efficient and high quality evidence-based Oncology service, with continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
- Leadership, development and organisation of the services in his/her charge in line with Trust / Divisional business plans. Full participation in the management of the Barts Cancer Centre (BCC). Liaison and communication with the Clinical Academic Group Director and General Manager and with the Divisional Manager of BCC.
- To develop his/her own interests and specialities within oncology, including active participation in research programmes.
- To have corporate and individual responsibility for the professional management of doctors in training.
- To have regard at all times to the clinical and quality standards set out in the NHS Cancer Plan, the Improving Outcomes reports and National Institute for Clinical Excellence (NICE) guidance reports.
- To liaise effectively and on a timely basis with General Practitioners, community services, and all healthcare agencies.



- To maintain and promote team and multidisciplinary work.
- To participate in the consultant on-call rota.
- To participate fully in the preparation for and representation at peer review site visits.
- To engage fully in the annual job planning and appraisal cycle and to contribute to the appraisal of doctors in training.

## **6. Specific duties of the post at Barts Health**

- To provide, with colleagues, day to day outpatient and inpatient care and supervision of cancer patients as part of the multi-disciplinary oncology team.
- To work across organizations and hospital sites as outlined in the job description.
- To attend the weekly Multidisciplinary meetings.
- To provide, with colleagues, clinical care and supervision of patients attending the oncology department.
- To help develop cancer services across the organisation.
- To actively participate in recruitment to and development of lung cancer research studies.

### **Acute Oncology Service**

- To provide, with colleagues, day to day care and supervision of oncology inpatients as part of the multi-disciplinary team.
- To provide, with colleagues, a referral service for inpatients under the care of other clinical departments in the Trust, who are diagnosed with or develop cancer-related complications during their inpatient stay.
- To provide, with colleagues, an emergency referral service for inpatients at other hospital sites within the North East London Cancer Network who develop cancer-related complications during their inpatient stay.



## **Lung Services**

- Participate in the oncology and consultant of the day inpatient ward round rota.
- Participate in the Wednesday multi-disciplinary lung oncology clinic based in Barts Cancer Centre. Participate in the Monday lung oncology trials clinic based in Barts Cancer Centre. You will help recruit and then oversee patients participating in ongoing lung oncology clinical trials.
- Attend the weekly multi-disciplinary meetings.
- Actively participate in the ongoing oncology educational program providing site specific teaching across Barts Health.
- Provide clinical advice and support to cancer team members located across Barts Health.
- This job plan incorporates 4 lung outpatient clinics. Standard clinic template is comprised of 2 new patients and 5 follow-up patients. Annually it would be expected that the appointee would deliver 1100 outpatient consultations.

### **7. Inpatients**

The post holder is expected to care for any inpatients under their care and to participate in the consultant of the week rota on the oncology wards.

### **8. On-call commitment**

The appointee will participate in the on-call rota for the Medical Oncology service at Barts Health and the period of on call will coincide with covering inpatients at Barts. The rota is 1:17 evenings and weekends (category B), currently arranged on a week-on basis Friday to Thursday. This results in a percentage supplement on the basic salary of 1%. There will be consideration of time off in lieu for times when on-call working requires extended time on-site.

On call is supported by either a clinical oncology or medical oncology specialist registrar (non-resident).

### **9. Accountability**

The appointee will have full professional independence on medical matters but will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive, through the Cancer Centre Director and the Lung Cancer Clinical Director.



## **10. Clinical Governance & Audit**

The appointee is expected to participate in the Trust's clinical effectiveness activities, and to encourage and foster improvements in the quality and standards of clinical services. The appointee will assist with the audit and safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

## **11. CME and postgraduate education**

The appointee is expected to take responsibility for its own continuing professional development (CPD) and take part in continuing medical education activities (CME), to maintain standards of performance and in consultation with the Barts Cancer Centre Director. The appointee will be expected to be committed to the concept of lifelong learning and produce and maintain a personal development plan in agreement with their BCC Director. Study leave is available as provided for under the Terms and Conditions of Service for Consultants (England) 2003 and subject to the approval of the BCC Director / General Manager.

Full library facilities exist on the Barts, Royal London and Charterhouse sites, including internet and Medline access. The majority of the national and international oncology journals can be accessed.

Across the Trust there is an extensive timetable of multidisciplinary meetings and Research Seminars. The Medical College holds weekly Grand Rounds on both sites.

Barts Health runs a weekly training and educational program for all non-consultant grade staff. The post holder is expected to participate in this program, and support will be given to any individual who wishes to develop this part of their career development, job plan permitting.

## **12. Undergraduate education**

The Medical College is a national leader in the development of a fully integrated basic science and clinical medical course. Attachments to the oncology specialities form an important component of the first clinical year. We have the opportunity to take final year students for Special Study Modules (SSMs) and the appointee would be encouraged to develop SSMs in their own areas of interest.

## **13. Research and Development**

The appointee will be expected to participate actively in clinical and laboratory based research programs and initiatives, in co-operation with the Barts Cancer Institute, under the guidance of the Research and Development department and within the guidelines of Trust policies. The appointee will be encouraged to initiate his/her own research projects. The appointee will be





expected to maximise recruitment of patients to National Cancer Research Network-accredited trials both at this Trust where appropriate.

#### **14. Office accommodation and secretarial support**

The appointee will have office space with a computer terminal for access to the Trust Clinical Record System (CRS) plus PACS and the Cancer Clinical Information System. Remote access will be facilitated. Secretarial support is provided.

#### **15. Hepatitis B and HIV/AIDS policy**

Prior to employment the Trust will require you to undertake a medical examination which will include Hepatitis B screening. The BMA code of conduct in case of doctors who have HIV infection / AIDS should be followed. In such cases the Trust expects all doctors to make disclosure to the Occupational Health Physicians whether they will be undertaking invasive procedures or not.

#### **16. Salary and Conditions of Service**

This appointment is subject to the Terms and Conditions of Service for Consultants (England) 2003, to the General Whitley Council Conditions of Service and also to the NHS Pension Scheme regulations. The illustrative job plan / timetable set out below are in line with the Terms and Conditions of Service for Consultants (England) 2003.

Applicants must have completed specialist training in Medical Oncology and be appointable to the Specialist Register before they take up this appointment.

The Trust requires the appointee to have and to maintain full registration with the General Medical Council/Dental Council. Medical and dental staff is advised to continue membership of a medical defence organisation.

Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those which, for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

The successful candidate will normally be required to live within 10 miles or 30 minutes travelling time from the Trust.



## 17. Job plan and proposed timetable

Detailed weekly timetable of activities						
Day	Start	Finish	Location	Description of work	DCC	SPA
Monday	09:00	12:00	SBH	Lung Clinical Trials Clinic	1	
	13:00	17:00	NUH	AOS Ward Round	1	
Tuesday	09:00	12:00	SBH	MDT / Ward Round / M&M	0.75	
	13:00	15:00	SBH	Virtual AOS Ward Round	0.5	
	15:00	17:00	SBH	AOS Governance	0.5	
Wednesday	09:00	13:00	SBH	Lung Outpatient Clinic	1	
	13:00	17:00	SBH	Lung Outpatient Clinic	1	
Thursday	09:00	13:00	SBH	SPA/Research		1
	13:00	16:00	SBH	SPA		0.75
	16:00	17:00	SBH	Educational Supervision		0.25
Friday	08:00	09:00	SBH	Lung MDT Meeting	0.25	
	09:00	11:00	SBH	Clinical Research Delivery Group Management		0.5
	11:00	13:00	SBH	Clinic Admin	0.5	
	13:00	17:00	SBH	Early-Stage Peri-operative Lung Clinic	1	
<b>Total</b>					<b>7.5</b>	<b>2.5</b>
Predictable emergency On-call work				On-call 1 in 17: daily weekend ward round	0.1	
<b>TOTAL PROGRAMMED ACTIVITIES</b>					<b>10</b>	

\* This is a draft job plan and may be subject to modification

SBH = St Bartholomew's Hospital, NUH = Newham University Hospital

This job plan is illustrative only and is in line with the Consultant Contract (England) 2003. It is subject to negotiation with the successful candidate and will be reviewed annually by the CAU Director and the appointee.



Sessional commitments may be revised in the future by mutual agreement as the needs of the service and the work patterns with oncology colleagues change.

### **18. Performance management and appraisal**

All staff is expected to participate in individual performance management and appraisal. Medical staff will be compliant with the revalidation requirements of the General Medical Council.

### **19. Personal development and training**

Barts Health NHS Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

This consultant post is strongly supported by existing senior Oncology consultant leads for each department to guide and mentor any successful application, particularly for newly appointed consultants. In addition, there are opportunities for informal mentoring within or outside of the specialty from senior specialist consultants.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

### **20. Health and safety at work**

The post holder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.



## **21. Confidentiality and data protection**

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

## **22. Conflict of interest**

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff does not abuse their official position for personal gain or to benefit their family or friends. The Trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff is not allowed to further their private interests in the course of their NHS duties.

## **23. Equality and diversity**

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

## **24. Safeguarding adults and children**

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, and consultant.

(October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)





## **25. Budgetary management**

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

## **26. Other aspects of the post / additional information**

This job description is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the service following negotiation with the appointee. The appointee will be required to be co-operative and flexible in accordance with the needs of the service.

In addition to their commitment to on-going patient care and the supporting professional activities outlined on the preceding pages, all consultants at this Trust have a continuing responsibility for the smooth functioning of their department and the efficient management of its resources. This includes the provision of adequate cover for colleagues on leave by mutual agreement and support of newly appointed consultants.

## **27. Further information from:**

Prospective candidates are encouraged to visit the Trust, which may be arranged by contacting the following:

Dr John Conibear, Deputy Medical Director and Clinical Director for Lung Cancer, St Bartholomew's Cancer Centre  
john.conibear@nhs.net

Professor Tom Powles – Director, St Bartholomew's Cancer Centre  
thomas.powles1@nhs.net



## Person Specification

Domain	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<p>MB BS, or equivalent MRCP(UK) GMC registration via one of the following:</p> <ul style="list-style-type: none"> <li>• CCT in Medical Oncology (or within 6 months of date of interview)</li> <li>• Certificate of Eligibility for Specialist Registration</li> <li>• European Community Rights</li> </ul>	Higher degree, e.g. MD/PhD
<b>Knowledge</b>	<p>Broad based knowledge of and understanding of Medical Oncology, including chemotherapy and the principles of Palliative care. Specialist knowledge in the management of Lung malignancies is required.</p>	
<b>Training expected</b>	<p>Higher Specialist Training in Medical Oncology. Experience in teaching / training undergraduates and postgraduates</p>	
<b>Management/Audit Experience</b>	Experience of clinical audit	Formal management training
<b>Academic Achievements Research Publications</b>	<p>Experience of research Publications in indexed journals</p>	PhD/ MD Thesis



<b>Personal Skills</b>	Good presentational and verbal skills Ability to motivate and develop medical trainees	
<b>Personal Qualities</b>	Self-motivated Able to work in teams Ability to work under pressure Reliable work record	

## About Barts Health NHS Trust

Our group of hospitals provides a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCL Partners, Europe's largest and strongest academic health science partnership. The objective of UCL Partners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

